



PERFORMANCE PLUS
MADE THROUGH SPORT
FUNDING POLICIES

WHAT WE DO FUND

- PPS front-line programmes
- PPS back-office costs
- Additional charitable activities & projects that compliment our structure of programmes and support
- We look to fund items that directly affect sporting participation, performance and progression
- PPS will make payments only on items that have been agreed in a formal partnership or individual agreement (or agreed and documented otherwise)

WHAT WE DON'T FUND

- One-off events with organisations who have no link to PPS
- We won't partner with organisations to fund their core costs
- Items that may or may not make a difference to our mission – i.e. kit for a specific programme
- 'Activity' programmes where sport is provided purely to take part instead of 'impact' programmes where a real difference is made through sport

FUNDING ITEMS & HOW THEY ARE PAID

DELIVERY PROGRAMME	
Coach/mentor fee (Those who deliver the programme)	1) To the organisation who then pay the coaches 2) Direct to the coach/mentor
Facility fees (Where the programmes are held)	Direct to the operating facility who provide the service
Subsidising membership costs	Direct to the organisation who then subsidise the membership cost and retain the funding
INDIVIDUAL SUPPORT	
Competition entry fees and expenses	Sportsperson/parent/coach to invoice PPS as the costs are incurred for reimbursement
Training fees	Direct to the organisation who provide the service on the sportsperson's behalf
Equipment	Sportsperson/parent/coach to invoice PPS as the cost is incurred for reimbursement
Courses/qualifications	Direct to the educational provider
Reimbursement for food, drink, travel	Sportsperson/parent/coach to invoice PPS as the costs are incurred for reimbursement
Paid work experience / volunteer reimbursement	Sportsperson to invoice for their work done and PPS pays for their time

INDIVIDUAL SUPPORT PROGRAMME – FUNDING AMOUNTS

LEVEL OF FUNDING	AMOUNT (annual)	BASED ON
1	£500	<ul style="list-style-type: none"> • How many years the individuals has been supported by PPS • Previous 'Impact & Engagement' score • Performance level • Demand/cost of the items required by the individual
2	£750	
3	£1000	
4	£1250	
5	£1500 +	
* Average ISP (18-19): £689.40		

DELIVERY PROGRAMMES – FUNDING AMOUNTS

Average delivery programme (18-19)	£1,154.34
Max. delivery programme commitment / year	£2,000



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RATES OF PAY FOR COACHES/MENTORS/PAID WORK EXPERIENCE

Min wage / hr	For junior coaches (un-qualified/level 1)
£10-15 / hour	Level 1-2 coaches
£25-30 / hour	For senior coaches (level 3-5)
£50 / session	Mentor meetings and workshops
£80+ / session	Specialists, highly qualified coaches/mentors

(Plus up to £10 for reimbursement of travel expenses in a case by case situation)

INVOICING AND PAYMENT

- PPS can only make payments against official invoices and requests for payments which include reasonable supporting information, receipts, proof of purchase.
- Payments will then be made within 7 days
- The amount, allocation and payment of any Financial Support, is in every case, determined and managed by PPS in its sole discretion, acting reasonably
- The Sports person/partner may request payment up front for items in exceptional circumstances (i.e. they can't pay up front for an item)
- Split payments (for programme delivery funding of over £1,000 in a year): PPS will make payments against the total amount in a minimum of three payments across the term of the agreement
- Financial year-end: 31/08 – any payment have to be claimed for in the financial year to which it relates

PPS WORKERS EMPLOYMENT STATUS

- We pay 'workers' for different roles:
 - The coaches we pay for programme delivery
 - The mentors we hire for meetings/workshops
 - Any individuals paid for work experience
- By HMRC rules they are all self-employed contractors:
 - They work for themselves, can decide independently what work they do, when they do it and are responsible for the success or failure of this work
 - Whilst there is an agreement in place and an understanding of the work required, the worker can decide largely how to do it
 - PPS offers a price for their work and they decide to accept the work or not
 - The workers do not work exclusively with PPS and can work with more than one client
 - They can hire somebody else to do the work if they cannot attend (in agreement with PPS)
 - They are responsible for preparing any work in their own time
 - They use their own money to provide equipment
- The coaches/mentors/individuals invoice PPS for their work
- There is no promise of work, only partnership and individual agreements where there is a commitment to provide work (PPS) and carry out the work (coach/mentor/individual)
- There are no grounds for employment and no employment rights

OTHER KEY CONSIDERATIONS

- PPS support and associated funding will cease if a partner/individual fails to adhere to their expectations, fails to engage in their programme or misuses any of the funds and/or PPS policies
- PPS review every programme when it is at 50% of its duration (normally at the 6-month period) and may withdraw support and associated funding if Impact & Engagement is low
- PPS may be forced to withdraw/reduce their support and any associated funding if their own funding is withdrawn/reduced in unforeseen circumstances